

ROUTING AND TRANSMITTAL SLIP		Date
TO: (Name, office symbol, room number, building, Agency/Post)		22 Jul 79
1. C/Ops	<i>O.K. m</i>	Initials <i>m</i> Date <i>6/22</i>
2.		
3. AC/EPS	<i>Thurs</i>	Initials <i>Th</i> Date <i>6/22</i>
4. D/FBIS		
5. C/Ops		
Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

John: In outline form as requested, draft report on Ops trends, developments, achievements and problems of potential interest to IG inspectors since last IG inspection 1968. [] will go over Group submissions with [] tomorrow morning; he thinks DHP may eventually want amplification of some points, but for now all he needs is something as background for his briefing of IG visitors. C/ED&SS and C/FCS input used for this draft... *dr*

Alice's rough notes also attached. She can expand on these as required. *dr*

[] has seen. -

STAT
STAT

STAT

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
SA/Ops	Phone No.

OPERATIONS GROUP FILE

Miss IG Inspection

OPS GROUP TRENDS, DEVELOPMENTS, ACHIEVEMENTS & PROBLEMS SINCE 1968 IG INSPECTION

IN HEADQUARTERS

A. Staff Reorganizations

25X1

1. Engineering Design & Support Staff (1978)

temporarily approved by PMCD

a. GS-15 grade ~~assumed~~ for chief, who concentrates on planning and designing technical solutions to operational problems and requirements, including oversight of external R&D programs.

b. Chief, Support Branch (GS-13) responsible for maintenance and upgrading of field equipment, construction and renovation of field installations, equipment standardization, training and routine supervision of field engineering personnel.

c. Rotational assignments encouraged: from OSO,

25X1

to OSO, several from OC.

25X1

d. Size of Staff has been reduced and recruitment is difficult; grades are relatively low for engineering field. Career advancement now limited to GS-13 level. *PMCD has recommended lower grades than acceptable to FBIS.*

e. GS-14 grade needed for C/Support Branch who supervises GS-13's in the field and functions as deputy to C/ED&SS. *PMCD has set the position at GS-13 on temporary allocation.*

f. Overseas positions difficult to fill. Expansion of regional engineer concept one answer, ~~and could justify higher grades~~

g. Trend toward ever greater technical/electronic sophistication in FBIS--remote systems, Okinawa word processing, automation, substitution of electronic EXTEL communications equipment for M-28 electro-mechanical units--demands greater expertise, increased staffing and more effective use of engineering personnel.

h. Low morale; engineers see themselves as "second-class citizens."

ⁱ
Y. How to allow for and encourage engineers to move into managerial positions, e.g. C/FCS, deputy chief in Okinawa or Bangkok? Persons with engineering backgrounds do this elsewhere in the Agency. ~~What is prime example~~ ~~FBIS management could evidence support for such a policy~~

j. There is increased dependence on foreign national technicians of doubtful qualifications, *caused by tight U.S. staffing.*

2. Field Coverage Staff (1973-74)

a. Since the merger of MOS and FOS, trend has been away from compilation and publication of statistical data and toward more operations-related functions and responsibilities, particularly in day-to-day and long-range coverage planning and guidance. To illustrate:

--"Broadcasting Stations of the World" discontinued in 1974 due to lack of staffing to insure continued quality.

--"Developments in Foreign Broadcasting" and "Highlights in Foreign Broadcasting" discontinued, the latter replaced by occasional "Broadcast Notes" disseminated by the Wire Service and Daily Report.

--Increase in technical reception surveys and planning papers produced in support of coverage planning.

--Local Cruiser concept developed to provide field bureaus with cruising and coverage support and insure continuing flow of broadcast information to Headquarters. Compensates for scarcity of Staff positions overseas.

--Expansion of television monitoring at field bureaus and by contract monitors.

--Trend toward automation of some FCS functions beginning with Mag card processing of program and press schedules and moving toward computer processing of these and other functions.

b. FCS personnel have had to develop new skills--e.g. Staff functions, report writing, contributions to NITO collection surveys.

c. More frequent overseas TDY's on reception surveys for new bureau planning are demanded.

d. FCS officers must be versed in radio and antenna theory, have good grounding in world geography and international affairs, be able to recognize many foreign languages and write clearly and concisely. Yet opportunities for advance are limited; GS-12 is top grade. Overseas assignments are also limited; there is only one Staff cruising monitor overseas, in Okinawa. *Grade problem seriously affects morale of veteran staffers.*

e. There is a need for Staff cruising monitors in other parts of the world, but Staffing restrictions prevent this now.

25X1

C. General Personnel

1. Chief, Operations Group upgraded to GS-17. Recommendation in to upgrade deputy chief to GS-16.
2. Position of Special Assistant to Chief, Operations Group established at GS-14.
3. London, Okinawa bureau chief positions upgraded to GS-16.
4. Chief, Wire Services Staff set at GS-14.
5. Positions in FBIS Communications Center upgraded.
6. GS-13 Deputy chief position needed in FCS.
7. More GS-12 senior editors assigned overseas at small bureaus; GS-13's fill deputy chief/chief editor positions at small bureaus.

IN THE FIELD

A. Contingency Planning

25X1

1. Loss of Medburo 1974. Re-establishment of Middle East coverage at bureaus in Nicosia, Amman and Tel Aviv, plus Athens Unit.

2. Efforts to regain African coverage: surveys, Monrovia, Abidjan, southern Africa.

25X1

4. Hong Kong, Seoul bureaus established for improved coverage of China, Korea, Soviet regionals.

5. Planning for South Asia bureau--Islamabad, Kuwait, Doha surveys.

6. Training of linguists for TDY assignments.

7. Readyng of equipment packages for quick reaction capability.

B. Embassy Integration

25X1

25X1

2. Adoption of local wage scales for FBIS foreign national employees.

3. Embassy administrative support--B&F, travel, GSO services, procurement, customs clearances, warehousing, transportation, etc.

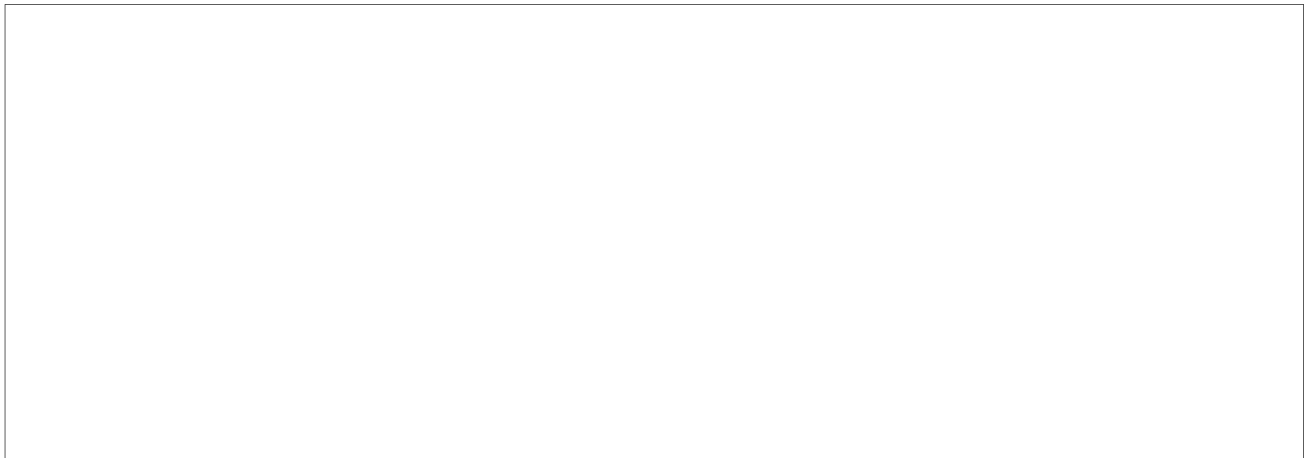
4. Joint wireroom operations, e.g. Amman, Seoul, Hong Kong.

C. Foreign National Personnel

25X1

1. **Revision of** authority; D/FBIS approves all personnel actions.
2. Grievance procedures opened to FN's.
3. FN Personnel Handbook revised.
4. Uniform policy on evaluations and promotions being formulated.
5. Plans for OTR training in supervision for FN supervisors.
6. Training programs for FN technicians.

25X1



25X1

E. Remote Systems

25X1

1. Utilizes better antennas at external USG or local government sites to improve FBIS reception.

2. ~~Systems~~ now installed in Seoul, Bangkok, Tel Aviv, Asuncion; planned in Hong Kong; possible in Nicosia.

3. Problems in locating site for South Asia bureau give impetus to design and development of full RAMS capability.

4. Impact on staffing: additions required in some cases; greater centralization under RAMS, leading to relatively fewer staff additions, greater flexibility.

5. Funding for ^{RAMS} development required while bureau operations continue in the interim.

F. Technical Developments

25X1

1. Communications transferred largely from commercial to U.S. Government control through use of SKYLINK, DCA channels. Savings over commercial usage.

2. Modernization of equipment, including solid state receivers, teletype units. Improved TV recording equipment and audio recorders/transcribers introduced.

3. High performance, compact loop antenna developed for mediumwave use; most effective at bureaus forced to depend on rooftop antennas.

4. New bureaus designed and built in Nicosia, Amman, Tel Aviv, Hong Kong, Asuncion and--presently underway--Abidjan.

5. Preliminary work with ORD on devices to suppress or reduce interference with target radio signals.

G. New Bureaus

25X1

1. In response to collection requirements, More bureaus are on the drawing board. Attendant problems are:

a. Strains on editorial and engineering staffs.

b. Budgetary restraints. Ceilings on travel funds.

- c. Strains on support functions--administration, communications.
 - d. Limited dissemination capability for ever larger volume of material collected.
 - e. Imbalance between field and Headquarters positions.
2. Dilution of Staff control, particularly in the engineering/technical area, follows.
3. Broadcast propagation conditions and limited access to large antenna fields require that bureaus be established ever closer to targets. There is constant shrinkage of technically and politically acceptable sites.

DRD

I. Changes/Developments

A. The Daily Reports were offered for sale to the general public. This was accomplished by subscribing to the major foreign news services, thus ~~accomplishing~~ ^{resolving} the copyright problem. For those few items that cannot be disseminated outside government officers, the DRD uses an Annex, ~~which is attached~~ which is attached to the books slated for government consumers but not the books for public sale. Concurrently, we discontinued the White Book. NTIS handles the public subscriptions.

B. The DRD embarked on an automation effort that had wide-ranging impacts on our procedures, both in Headquarters and the field. A new handbook was devised to accommodate automated information handling; the ~~DR~~ ^{and Commo} ~~work~~ space was reconfigured; ~~and~~ we gave up in the typing pool and Commo. As a result, we contracted with a commercial firm for typing the DR until automation was in place. This has caused many minor problems and irritants, but by and large it has worked. The DR's today are bigger than ever. The ComCenter is operating today dangerously

25X1

the ComCenter is handling more traffic. ~~and~~ It has also taken on responsibility for classified cables.) It uses heavy overtime.

25X1

C. The DRD was removed from Production Group in 197__ and

resubordinated to the Operations Group. This reunited it with the WSS, which was made part of the DRD. This move centralizes management of the editorial staff. ^{The DRD} ~~It~~ is a Resource Package.

- B. The DRD ceased editing English language ~~a~~ copy in 196_
- E. The DR is now published in eight volumes. ^{There were} ~~six~~ in 1968. Maximum number of pages allowed by P&PD has increased from 376 to 422. The DR now has four branches, responsible for two book each. There were three in 1968.
- F. We inaugurated the TDY editorial training program ~~in~~ at the Panama Bureau in 197_; we added a similar program at Okinawa in 197_. This has been an enormous help in assuring that junior editors are capable of handling a field assignment before they are offered a PCS. It also gives the new editors to get a taste of field life to make sure that ~~xxxxxx~~ an FBIS career will suit them.
- G. There has been an increasing emphasis on personnel matters. The panel system for promotions was set up. The FBIS Advisory Team was inaugurated./ Many more people are attending course, going on rotational tours, and having contacts with other offices.
- H. New equipment for the WSS/expanded outgoing circuits from ^{in 1976} ~~three~~ 20 to 30. The WSS added ~~xxx~~ new consumers, the Library of Congress, ~~and~~ the Treasury Department, and Air Force Intelligence. It began service to the DOE when the AEC was ~~abolished~~ abolished.
- I. The Wire became a part of the CRITIC system on 1 April 1975.
- J. A terminal for the Interim SAFE system was installed in

the Wire in 1976.

K. Through daily contacts and rotational tours the WSS has developed an exceptionally close working relationship with OCO/White House Sitroom.

L. DRD has made increasing use of JPRS publications for its material.

II. Problems

1. Heavy turnover in editorial ranks
2. Increasing difficulty in getting people to serve overseas.